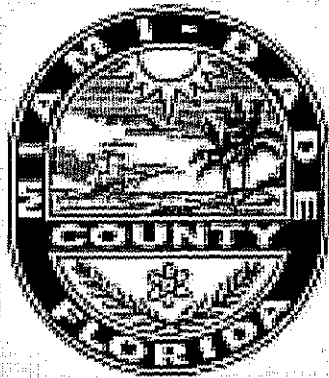


Miami Dade County

Stephen P. Clark Government Center
111 N.W. 1st Street
Miami, Fl. 33128



LEGISLATIVE ANALYSIS

Tuesday, February 10, 2004
9:30 am
Commission Chambers

Board of County Commissioners

Government Operations and **Environment** **Committee**

LEGISLATIVE ANALYSIS AND ECONOMIC IMPACT STATEMENT

*RESOLUTION AUTHORIZING A CONTRACT MODIFICATION AND A REQUEST TO
ADVERTISE FOR BIDS AND TO EXECUTE OPTIONS TO RENEW ESTABLISHED
THEREUNDER FOR THE PURCHASE OF COMMODITIES AND SERVICES*

Procurement Management Department

I. SUMMARY

Sec. 3.1

Item authorizes a contract modification for additional time and spending authority for *Temporary Technical Personnel* services contract with existing vendors and Miami-Dade County.

II. PRESENT SITUATION

As of June 03, 2003, the total number of temporary employees providing temporary services to Miami-Dade County was 997.¹

The County has various avenues through its contracting authority to utilize and obtain temporary personnel.

Contracts include:

1099	Temporary Clerical Personnel
6181	<i>Temporary Technical Personnel (current contract being modified)</i>
5165	Temporary Laborers, Unskilled
5682	WASD Personnel Services Agency
5164	SWM Temporary laborers, Waste Collection Services
CON173	Information Technology Contractual Personnel Pool
5358	Nursing Pool

Under Contract No. 6181, the additional allocations will serve thirty-five County departments with existing allocations.

Timeline for Contract No. 6181

<u>Action</u>	<u>Start date</u>	<u>End date</u>
First awarded two year contract	July 1, 1999	June 30, 2001
First option to renew exercised	July 1, 2001	June 30, 2002
Second option to renew	July 1, 2002	June 30, 2003
Administrative extension for time only		March 31, 2004
Another renewal (time and money)		December 31, 2004

¹ From the County Manager's report on temporary Employment Services dated June 20, 2003

III. POLICY CHANGE AND IMPLICATION

- This contract commenced in July 1, 1999. This modification will extend this contract to December 2004, as well as increase the contract amount to \$27,949 million.
- Staff is currently in the process of establishing a new contract.

IV. ECONOMIC IMPACT

The additional allocation of \$9,330,188.78 is necessary for a nine month period. Total modified allocation is \$27,949,286.24.

V. COMMENTS AND QUESTIONS

Historically, allocations have generally been budgeted funds that are estimated and not used. Are the funds shifted among departments?

The current contracts provides for a finder's fee after a period of twelve (12) weeks, Miami-Dade County may employ temporary service personnel that have been employed in the position they were originally hired without payment of a fee. *In the event that Miami-Dade County employs a temporary employee prior to the twelve (12) week period, a finder's fee shall not exceed \$500.00*

Has the County explored the possibility of "partnering" with local community colleges or State University to access their job placement resources in an effort to promote educational incentives with hands on experience?

Is the Employee Relations Department looking at the possibility of expanding the current County temporary services classification pool (as of June 30, 2003, under 30 employees) to include more County temporary workers?

What measures are in place to ensure that the user departments have knowledge of the Administrative Order governing the policies and procedures for temporary services and that those procedures will be followed?

Will the County be conducting "Annual Reviews of Existing Work" pursuant to A.O. to determine which jobs are full-time and permanent in nature and which are truly temporary?

Is there a review process whereby a temporary position would be converted into a County position if the temporary employee exceeded the hours anticipated for that particular position?

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Below is a chart showing the temporary classifications with 10 more temps.

Laborer - Solid Waste	166
Office Support Specialist II	104
Maintenance Repairer	70
Social Worker Aid	56
Office Support Specialist III	45
Telecommunications Technician	32
Clerk II	25
Office Support Specialist I	22
Clerk III	20
Clerk IV	20
Social Worker I	20
Administrative Secretary	19
Data Entry Specialist I	17
Structural Maintenance Worker	17
Social Worker II	16
Accounting Clerk I	14
Laborer - Parks	14
Cook I	13
Accountant I	12
Custodial Worker II	12
Word Processing Operator II	12
Semi Skilled Laborer	11
Executive Secretary	10
Special Projects Administrator	10

****Also, attached is a brief analysis on temporary personnel services.**

Brief Analysis of Miami-Dade County's Current Usage of Temporary Employees

Summary

Based on the County's current usage of temporary employee services, the utilization of contractual temporary employees is more cost-effective than hiring full-time County employees with benefits.

Introduction

Temporary workers ("temps") are not limited to a single type of employment. They are found in almost all industries and occupations. Temporary workers fill different categories ranging from clerical, construction trades, health, and technology experts, etc. People accept temporary employment for a variety of reasons, such as to "get their foot in the door", for the valuable experience, flexibility, etc.

Temporary employees provide this service to Miami-Dade County via its temporary employee contracts. They provide often needed services to fill temporary vacancies, address seasonal fluctuations in work, for special projects, etc.

The Current Status of County Temporary Employees

On July 13, 1999, Miami-Dade County created A.O. 7-35 that governs the administrative use of temporary, contractual personnel. The intent was to provide administrative policy directive to ensure that temporary employees encumbering positions of a more permanent nature were afforded the rights and protections of regular full-time County employees. Pursuant to such rules and regulations, County staff was to provide a monitoring procedure wherein the Office of Management and Budget (now known as the Office of Strategic Business Management) and the Employee Relations Department (ERD) must approve the appointment of contractual employees that exceed six months and evaluate positions that extend beyond one year to determine whether the establishment of a permanent full time position would be warranted.

- A survey conducted by ERD (pursuant to a request by the Board of County Commissioners) shows that contractual employees average eight (8) months per employee, ranging from one (1) day to 105 months.
- Clearer guidelines regarding the use of temporary employees would help to ensure that these temporary workers would not remain longer than permitted by the project description.
- Requiring each department to explicitly budget for the anticipated use of temporary workers and to have a specific process for transferring funds from other budgeted items when additional funds are required would assist in monitoring the use of these types of services.

Under Temporary Services Contract No. 6181, the County has the option to hire a temporary employee as a County employee for a finder's fee of \$500. Payment of a finder's fee is required only when the County employs a temporary employee within a twelve (12) week period for a specific position.¹

¹ Miami-Dade County Bid No. 6181-2/02-OTR-CW/SW

Alternatives to Use of Contracted Temporary Employees

The State of Florida uses in-house temporary personnel services via a department of "Other-Personnel-Services," or OPS, which provided temporary employment under certain conditions.² The State of Florida uses this office as an employer/employee relationship solely for the accomplishment of short term or intermittent tasks. These types of temps do not have the benefits of paid annual leave, sick leave, holidays, participation in group insurance, Florida Retirement System, and reinstatement rights or retention rights. The OPS classification was 7.6% of the States workforce in 1999.

- Miami-Dade County has a similar category for temporary services: County Temporary Classification do not receive any benefits. As of June 2003, there were only 26 County temporary employees as opposed to 997 agency temps. ERD has considered this option, but prefers to operate under the current contractual arrangements.

Conclusion

Analysis of statistics (as of June 2003) provided by the Employee Relations Department regarding the County department use of temporary services indicates that usage of temps is generally less expensive than "County full-time employee with benefits". (See Attachment 2). Thus, in a purely economic sense, the continued use of contracting temporary services remains cost-effective at this time.

² See Attachment 1 State of Florida , Other Personal Service Temporary Employment, policy

Attachment 1

OTHER-PERSONAL-SERVICE TEMPORARY EMPLOYMENT

WHAT IS OPS?

Other-Personal-Services (OPS) temporary employment is an employer/employee relationship used solely for the accomplishment of short term or intermittent tasks. OPS employees do not fill established positions nor are they assigned the duties of any vacant authorized position.

HOW ARE OPS EMPLOYEES DESIGNATED?

Each OPS temporary employee shall have their name, social security number, employment category, employment commencement date, and number of hours maintained by the Department of Management Services in accordance with Section 110.131(5), Florida Statutes.

HOW ARE OPS EMPLOYEES PAID?

OPS employees are paid for the actual number of hours they work. All work hours over 40 within a workweek are paid at one and half times the employee's hourly rate of pay when the position is designated as "included". Physicians, lawyers, teachers and certain highly paid (minimum \$27.63 per hour) computer-related occupations may be paid on an hourly basis and still maintain exempt status and not be subject to the FLSA overtime provisions.

HOW MANY HOURS CAN OPS TEMPORARY EMPLOYEES WORK?

An OPS Temporary employee can work up to 1040 hours and may receive authorization to work beyond the 1040 hour limit provided the employee meets the criteria for extension referenced in Chapter 60L-33.005, Florida Administrative Code (FAC). This criteria covers the following conditions:

- The agency requested a full-time equivalent (FTE) position in its legislative budget request to permanently fulfill the duties of the OPS position, and the Legislature has not previously rejected such a request.
- If employment is for a specific project originally scheduled for completion within 1040 hours but the project requires more time due to unforeseen documented circumstances, and would be further delayed by hiring and training a new OPS employee.
- If the employee possesses specific knowledge or skills in a mission critical area of expertise for which there is an immediate but not permanent need, and training a new employee is not cost-justified.
- If the employee is to perform the duties of a permanent employee on extended leave, and the services are still needed.

Approval of an extension beyond 1040 hours is required by the Office of Policy and Budget but the granting of the extension shall not guarantee approval of later requests for extension for the same employees.

OPS employees in the following categories are **NOT** subject to the 1040 hour cap: certain health care practitioners; students; Board Members; consultants; seasonal employees; institutional clients; employees dealing with an emergency situation affecting public health, safety and welfare; employment for a specific project identified by statute, appropriation or time-limited grant; the Board of Trustees of the Florida School for the Deaf and the Blind, and employees of the Division of Blind Services.

WHAT BENEFITS ARE APPLICABLE TO OPS EMPLOYEES?

- Participate in FICA social security and Medicare. (mandatory)
- Workers Compensation (mandatory)
- Unemployment Compensation (mandatory)
- Participate in Deferred Compensation (voluntary)

WHAT BENEFITS ARE NOT APPLICABLE TO OPS EMPLOYEES?

- paid annual leave
- paid sick leave
- paid holidays
- participation in group insurance
- participation in the Florida Retirement System
- reinstatement rights or retention rights

Title-Hourly Pay (PDR) Permit Clerk	Hourly	Multiplier	Bill Rate	FY 03-04 Living Wage			County Temp			County Employee w/ fringe		
				BR w/ Ben	BR w/o	Rate	Diff	Choice	Rate	Diff	Choice	
7.85	7.85	1.2099	9.50	\$ 11.19	\$ 12.81	\$ 10.98	\$ 0.21	County	\$ 14.06	\$ (2.87)	Agency	
Account Clerk	8.14	1.2099	9.85	\$ 11.19	\$ 12.81	11.48	\$ (0.29)	Agency	14.6	\$ (3.41)	Agency	
Accountant 1	10.09	1.2099	12.21	\$ 12.21	\$ 12.81	13.85	\$ (1.64)	Agency	17.13	\$ (4.92)	Agency	
Accountant 2	12.74	1.2099	15.41	\$ 15.41	\$ 15.41	17.49	\$ (2.08)	Agency	21.02	\$ (5.61)	Agency	
Accountant 3	15.42	1.2099	18.66	\$ 18.66	\$ 18.66	21.17	\$ (2.51)	Agency	24.94	\$ (6.28)	Agency	
Acupuncturist	21.48	1.4441	31.02	\$ 31.02	\$ 31.02	29.5	\$ 1.52	County	33.84	\$ (2.82)	Agency	
Administ. Officer 1	10.09	1.2099	12.21	\$ 12.21	\$ 12.81	13.85	\$ (1.64)	Agency	17.13	\$ (4.92)	Agency	
Architectural Drafter 1	9.15	1.2342	11.29	\$ 11.42	\$ 13.07	12.7	\$ (1.28)	Agency	15.91	\$ (4.49)	Agency	
Architectural Drafter 2	10.28	1.2342	12.69	\$ 12.69	\$ 13.07	14.21	\$ (1.52)	Agency	17.52	\$ (4.83)	Agency	
Auto Parts Spec. 2	9.18	1.2742	11.70	\$ 11.79	\$ 13.49	12.76	\$ (0.97)	Agency	15.96	\$ (4.17)	Agency	
Automatic Trans. Mech.	11.11	1.2742	14.16	\$ 14.16	\$ 14.16	15.33	\$ (1.17)	Agency	18.71	\$ (4.55)	Agency	
Automotive Equip. Operat. 3	11.36	1.2742	14.47	\$ 14.47	\$ 14.47	11.53	\$ 2.94	County	14.65	\$ (0.18)	Agency	
Automotive Mech.	10.11	1.2742	12.88	\$ 12.88	\$ 13.49	13.99	\$ (1.11)	Agency	17.28	\$ (4.40)	Agency	
Automotive Service Helper	7.33	1.2742	9.34	\$ 11.79	\$ 13.49	10.29	\$ 1.50	County	13.33	\$ (1.54)	Agency	
Automotive Support Spec.	9.18	1.3120	12.04	\$ 12.14	\$ 13.89	12.76	\$ (0.62)	Agency	15.96	\$ (3.82)	Agency	
Bailiff	8.17	1.2099	9.88	\$ 11.19	\$ 12.81	11.21	\$ (0.02)	Agency	14.31	\$ (3.12)	Agency	
Buyer	9.93	1.2099	12.01	\$ 12.01	\$ 12.81	14.63	\$ (2.62)	Agency	17.96	\$ (5.95)	Agency	
Carpenter	10.57	1.3120	13.87	\$ 13.87	\$ 13.89	14.6	\$ (0.73)	Agency	17.3	\$ (3.43)	Agency	
Cashier 1	7.37	1.2099	8.92	\$ 11.19	\$ 12.81	10.33	\$ 0.86	County	13.37	\$ (2.18)	Agency	
Cashier 2	7.88	1.2099	9.53	\$ 11.19	\$ 12.81	11.02	\$ 0.17	County	14.1	\$ (2.91)	Agency	
Child Care Program Spec.	10.95	1.3014	14.25	\$ 14.25	\$ 14.25	14.59	\$ (0.34)	Agency	17.9	\$ (3.65)	Agency	
Child Care Program Spvr.	13.12	1.2205	16.01	\$ 16.01	\$ 16.01	17.49	\$ (1.48)	Agency	21.02	\$ (5.01)	Agency	
Child Care Training Spec.	11.97	1.2205	14.61	\$ 14.61	\$ 14.61	15.95	\$ (1.34)	Agency	19.37	\$ (4.76)	Agency	
Community Resource Spec.	10.62	1.2342	13.11	\$ 13.11	\$ 13.11	14.59	\$ (1.48)	Agency	17.92	\$ (4.81)	Agency	
Construction Field Rep.	14.67	1.2542	18.40	\$ 18.40	\$ 18.40	15.33	\$ 3.07	County	18.71	\$ (0.31)	Agency	
Construction Manager 2	17.75	1.3120	23.29	\$ 23.29	\$ 23.29	20.14	\$ 3.15	County	23.84	\$ (0.55)	Agency	
Contruction Equip. Mech.	11.11	1.2542	13.93	\$ 13.93	\$ 13.93	20.14	\$ (6.21)	Agency	23.84	\$ (9.91)	Agency	
Contruction Manager 1	14.67	1.2542	18.40	\$ 18.40	\$ 18.40	24.36	\$ (5.96)	Agency	28.36	\$ (9.96)	Agency	
Cook 1	6.69	1.2542	8.39	\$ 11.60	\$ 13.28	9.69	\$ 1.91	County	12.69	\$ (1.09)	Agency	
Cook 2	7.47	1.2542	9.37	\$ 11.60	\$ 13.28	10.47	\$ 1.13	County	13.53	\$ (1.93)	Agency	
Cook 3	8.03	1.2542	10.07	\$ 11.60	\$ 13.28	11.02	\$ 0.58	County	14.11	\$ (2.51)	Agency	
Custodial Worker 1	5.88	1.2542	7.37	\$ 11.60	\$ 13.28	9.83	\$ 1.77	County	12.84	\$ (1.24)	Agency	
Custodial Worker 2	6.23	1.2542	7.81	\$ 11.60	\$ 13.28	9.83	\$ 1.77	County	12.84	\$ (1.24)	Agency	
Dietician 2	12.46	1.3396	16.69	\$ 16.69	\$ 16.69	15.19	\$ 1.50	County	18.57	\$ (1.88)	Agency	
Disability Ser. Spec.	11.96	1.2264	14.67	\$ 14.67	\$ 14.67	15.95	\$ (1.28)	Agency	19.37	\$ (4.70)	Agency	
Drafter	7.80	1.2342	9.63	\$ 11.42	\$ 13.07	10.91	\$ 0.51	County	13.99	\$ (2.57)	Agency	
Driver Attendant	6.96	1.2342	8.59	\$ 11.42	\$ 13.07	9.79	\$ 1.63	County	12.8	\$ (1.38)	Agency	

Driver Messenger	6.80	1.2342	8.39	\$	11.42	\$	13.07	9.69	\$	1.73	County	12.69	\$	(1.27)	Agency
Elderly Ser. Comm.Spec.	12.75	1.2342	15.74	\$	15.74	\$	15.74	11.77	\$	3.97	County	14.91	\$	0.83	County
Eligibility Interviewer	7.81	1.1400	8.90	\$	10.55	\$	12.07	11.4	\$	(0.86)	Agency	14.51	\$	(3.97)	Agency
Engineer 1	12.74	1.2438	15.85	\$	15.85	\$	15.85	17.49	\$	(1.64)	Agency	21.02	\$	(5.17)	Agency
Engineer 2	14.67	1.2438	18.25	\$	18.25	\$	18.25	20.14	\$	(1.89)	Agency	23.84	\$	(5.59)	Agency
Engineer 3	17.74	1.2438	22.07	\$	22.07	\$	22.07	24.36	\$	(2.29)	Agency	28.36	\$	(6.29)	Agency
Engineering Drafter 1	9.15	1.2342	11.29	\$	11.42	\$	13.07	12.7	\$	(1.28)	Agency	15.91	\$	(4.49)	Agency
Engineering Drafter 2	10.28	1.2342	12.69	\$	12.69	\$	13.07	14.21	\$	(1.52)	Agency	17.52	\$	(4.83)	Agency
Film/Video Archive Coord.	10.09	1.1922	12.03	\$	12.03	\$	12.63	13.85	\$	(1.82)	Agency	17.13	\$	(5.10)	Agency
Food Service Worker	5.88	1.2542	7.37	\$	11.60	\$	13.28	9.83	\$	1.77	County	12.84	\$	(1.24)	Agency
Graphic Tech. 1	8.45	1.2342	10.43	\$	11.42	\$	13.07	11.77	\$	(0.35)	Agency	14.91	\$	(3.49)	Agency
Graphic Tech. 2	9.72	1.2342	12.00	\$	12.00	\$	13.07	13.46	\$	(1.46)	Agency	16.71	\$	(4.71)	Agency
Head Start Teacher	9.18	1.2342	11.33	\$	11.42	\$	13.07	13.85	\$	(2.43)	Agency	17.13	\$	(5.71)	Agency
Health Care Administ. 1	15.92	1.2205	19.43	\$	19.43	\$	19.43	21.22	\$	(1.79)	Agency	25	\$	(5.57)	Agency
Health Education Aides	7.00	1.3014	9.11	\$	12.04	\$	13.78	9.69	\$	2.35	County	12.69	\$	(0.65)	Agency
Heavy Duty Truck Mech.	10.60	1.2542	13.29	\$	13.29	\$	13.29	14.64	\$	(1.35)	Agency	17.97	\$	(4.68)	Agency
Horticultural Assistant	6.83	1.4441	9.86	\$	13.36	\$	15.29	9.69	\$	3.67	County	12.69	\$	0.67	County
Horticulturist	10.93	1.4441	15.78	\$	15.78	\$	15.78	15	\$	0.78	County	18.36	\$	(2.58)	Agency
Housing Inspector 1	11.16	1.2342	13.77	\$	13.77	\$	13.77	15.4	\$	(1.63)	Agency	18.78	\$	(5.01)	Agency
Inventory Clerk	8.14	1.2742	10.37	\$	11.79	\$	13.49	11.36	\$	0.43	County	14.47	\$	(2.68)	Agency
Job Developer	9.63	1.2342	11.89	\$	11.89	\$	13.07	13.23	\$	(1.34)	Agency	16.47	\$	(4.58)	Agency
Lab. Tech.	8.45	1.2342	10.43	\$	11.42	\$	13.07	12.7	\$	(1.28)	Agency	15.91	\$	(4.49)	Agency
Maintenance Mech.	9.68	1.2542	12.14	\$	12.14	\$	13.28	13.41	\$	(1.27)	Agency	16.66	\$	(4.52)	Agency
Maintenance Repairer	8.28	1.2542	10.38	\$	11.60	\$	13.28	11.55	\$	0.05	County	14.68	\$	(3.08)	Agency
Maintenance Supervisor	13.84	1.2542	17.36	\$	17.36	\$	17.36	19	\$	(1.64)	Agency	22.63	\$	(5.27)	Agency
Marketing Spec.	15.42	1.2099	18.66	\$	18.66	\$	18.66	13.85	\$	4.81	County	17.13	\$	1.53	County
Micro Computer Spec.	9.18	1.2099	11.11	\$	11.19	\$	12.81	12.76	\$	(1.57)	Agency	15.96	\$	(4.77)	Agency
Micrographic Tech. 1	7.23	1.2342	8.92	\$	11.42	\$	13.07	10.15	\$	1.27	County	13.18	\$	(1.76)	Agency
Micrographic Tech. 2	8.12	1.2342	10.02	\$	11.42	\$	13.07	11.34	\$	0.08	County	14.45	\$	(3.03)	Agency
Mini Computer Data Tech.	9.13	1.2099	11.05	\$	11.19	\$	12.81	12.68	\$	(1.49)	Agency	15.89	\$	(4.70)	Agency
Mini Computer Operator 1	9.13	1.2099	11.05	\$	11.19	\$	12.81	12.68	\$	(1.49)	Agency	15.89	\$	(4.70)	Agency
Mini Computer Operator 2	10.59	1.2099	12.81	\$	12.81	\$	12.81	14.21	\$	(1.40)	Agency	17.52	\$	(4.71)	Agency
Mini Computer Program/Ana 1	10.81	1.2099	13.08	\$	13.08	\$	13.08	14.93	\$	(1.85)	Agency	18.28	\$	(5.20)	Agency
Mini Computer Program/Ana 2	13.46	1.2099	16.29	\$	16.29	\$	16.29	14.93	\$	1.36	County	18.28	\$	(1.99)	Agency
Painter	10.09	1.3120	13.24	\$	13.24	\$	13.89	13.96	\$	(0.72)	Agency	17.25	\$	(4.01)	Agency
Plant Diesel Mech.	11.57	1.2542	14.51	\$	14.51	\$	14.51	15.94	\$	(1.43)	Agency	19.36	\$	(4.85)	Agency
Plant Electrician	14.01	1.2542	17.57	\$	17.57	\$	17.57	19.23	\$	(1.66)	Agency	22.88	\$	(5.31)	Agency
Plant Mech.	11.57	1.2542	14.51	\$	14.51	\$	14.51	15.94	\$	(1.43)	Agency	19.36	\$	(4.85)	Agency
Plasterer	11.11	1.3120	14.58	\$	14.58	\$	14.58	15.33	\$	(0.75)	Agency	18.71	\$	(4.13)	Agency

Attachment 2

Plumber	11.11	11.11	11.11	13.120	14.58	\$	14.58	\$	14.58	\$	14.58	\$	15.33	\$	0.75	Agency	18.71	\$	(4.13)	Agency
Pollution Control Inspec. 1	11.14	11.14	11.14	12.342	13.75	\$	13.75	\$	13.75	\$	13.75	\$	15.36	\$	(1.61)	Agency	18.74	\$	(4.99)	Agency
Professional Engineer	18.26	18.26	18.26	1.2099	22.09	\$	22.09	\$	22.09	\$	22.09	\$	26.06	\$	(3.97)	Agency	30.16	\$	(8.07)	Agency
Recreation Spec. 1	9.37	9.37	9.37	1.2342	11.56	\$	11.56	\$	11.56	\$	11.56	\$	12.86	\$	(1.30)	Agency	16.07	\$	(4.51)	Agency
Recreation Spec. 2	11.03	11.03	11.03	1.2342	13.61	\$	13.61	\$	13.61	\$	13.61	\$	15.14	\$	(1.53)	Agency	18.51	\$	(4.90)	Agency
Recreational Leader	8.03	8.03	8.03	1.2264	9.85	\$	11.34	\$	11.34	\$	12.99	\$	10.91	\$	0.43	County	13.99	\$	(2.65)	Agency
Rehabilitation Fin. Advisor	12.38	12.38	12.38	1.2099	14.98	\$	14.98	\$	14.98	\$	14.98	\$	16.54	\$	(1.56)	Agency	20	\$	(5.02)	Agency
Safety Specialist 1	10.09	10.09	10.09	1.2742	12.86	\$	12.86	\$	13.49	\$	13.49	\$	13.85	\$	(0.99)	Agency	17.13	\$	(4.27)	Agency
Scuba Equip. Repair Tech.	15.00	15.00	15.00	1.3396	20.09	\$	20.09	\$	20.09	\$	20.09	\$	13.41	\$	6.68	County	16.66	\$	3.43	County
Social Worker 1	10.62	10.62	10.62	1.2342	13.11	\$	13.11	\$	13.11	\$	13.11	\$	14.59	\$	(1.48)	Agency	17.92	\$	(4.81)	Agency
Social Worker 2	12.74	12.74	12.74	1.2342	15.72	\$	15.72	\$	15.72	\$	15.72	\$	17.49	\$	(1.77)	Agency	21.02	\$	(5.30)	Agency
Social Worker Aide	7.47	7.47	7.47	1.2342	9.22	\$	11.42	\$	13.07	\$	13.07	\$	10.47	\$	0.95	County	13.53	\$	(2.11)	Agency
Special Projects Administ. 1	17.42	17.42	17.42	1.1400	19.86	\$	19.86	\$	19.86	\$	19.86	\$	23.23	\$	(3.37)	Agency	27.14	\$	(7.28)	Agency
Special Projects Administ. 2	19.79	19.79	19.79	1.2219	24.18	\$	24.18	\$	24.18	\$	24.18	\$	25.61	\$	(1.43)	Agency	29.26	\$	(5.08)	Agency
Storekeeper 1	9.18	9.18	9.18	1.2742	11.70	\$	11.79	\$	13.49	\$	13.49	\$	12.6	\$	(0.81)	Agency	15.8	\$	(4.01)	Agency
Stores Clerk	6.99	6.99	6.99	1.2742	8.91	\$	11.79	\$	13.49	\$	13.49	\$	9.83	\$	1.96	County	12.84	\$	(1.05)	Agency
Tax Record Clerk 1	7.80	7.80	7.80	1.2099	9.44	\$	11.19	\$	12.81	\$	12.81	\$	10.98	\$	0.21	County	14.06	\$	(2.87)	Agency
Tax Record Clerk 2	8.77	8.77	8.77	1.2099	10.61	\$	11.19	\$	12.81	\$	12.81	\$	12.31	\$	(1.12)	Agency	15.48	\$	(4.29)	Agency
Teacher	10.39	10.39	10.39	1.2219	12.70	\$	12.70	\$	12.94	\$	12.94	\$	13.85	\$	(1.15)	Agency	17.13	\$	(4.43)	Agency
Teacher Assistant 1	5.88	5.88	5.88	1.2342	7.26	\$	11.42	\$	13.07	\$	13.07	\$	9.69	\$	1.73	County	12.69	\$	(1.27)	Agency
Telecommunication Tech.	12.11	12.11	12.11	1.2342	14.95	\$	14.95	\$	14.95	\$	14.95	\$	17.5	\$	(2.55)	Agency	21.03	\$	(6.08)	Agency
Telephone Console Operator 1	7.01	7.01	7.01	1.245	8.73	\$	11.52	\$	13.18	\$	13.18	\$	9.9	\$	1.62	County	12.92	\$	(1.40)	Agency
Telephone Console Operator 2	7.73	7.73	7.73	1.245	9.63	\$	11.52	\$	13.18	\$	13.18	\$	9.76	\$	1.76	County	12.76	\$	(1.24)	Agency
Toxicologist 1	14.14	14.14	14.15	1.4441	20.43	\$	20.43	\$	20.43	\$	20.43	\$	19.41	\$	1.02	County	23.07	\$	(2.64)	Agency
Toxicologist 2	17.73	17.73	17.73	1.4441	25.60	\$	25.60	\$	25.60	\$	25.60	\$	24.34	\$	1.26	County	28.33	\$	(2.73)	Agency
Training Specialist 1	10.09	10.09	10.09	1.2342	12.45	\$	12.45	\$	13.07	\$	13.07	\$	13.85	\$	(1.40)	Agency	17.13	\$	(4.68)	Agency
Transit Stock Control Spec.	8.81	8.81	8.81	1.2742	11.23	\$	11.79	\$	13.49	\$	13.49	\$	12.09	\$	(0.30)	Agency	15.25	\$	(3.46)	Agency
Treatment Plant Inst. Tech.	14.02	14.02	14.02	1.2542	17.58	\$	17.58	\$	17.58	\$	17.58	\$	19.23	\$	(1.65)	Agency	22.88	\$	(5.30)	Agency
Utility Supply Spec. 1	8.14	8.14	8.14	1.2742	10.37	\$	11.79	\$	13.49	\$	13.49	\$	17.49	\$	(5.70)	Agency	21.02	\$	(9.23)	Agency
Utility Supply Spec. 2	8.83	8.83	8.83	1.2742	11.25	\$	11.79	\$	13.49	\$	13.49	\$	21.17	\$	(9.38)	Agency	24.94	\$	(13.15)	Agency
Videographer/Editor	11.62	11.62	11.62	1.1922	13.85	\$	13.85	\$	13.85	\$	13.85	\$	15.95	\$	(2.10)	Agency	19.37	\$	(5.52)	Agency

Data provided by the Manager's office on June 20, 2003. The Living Wage Column adjusts the Agency Temp Pay Rate into compliance with the County's LW Ordinance. It should be noted that not all of the contracts have the LW incorporated but they should all be in compliance upon extension or when the contract is re-awarded. the 2003-2004 LW with Health Benefits is \$9.25 and \$10.59 if no Health Benefits are provided.

LEGISLATIVE ANALYSIS AND ECONOMIC IMPACT STATEMENT

RESOLUTION AUTHORIZING THE ACQUISITION OF LAND REQUIRED FOR THE CONSTRUCTION OF A NEW PARK AND RIDE FACILITY, LOCATED AT THE SOUTHERN TERMINUS OF THE BUSWAY EXTENSION TO FLORIDA CITY, BETWEEN NORTHWEST 2 STREET AND SOUTHWEST 344 STREET, AND NORTHWEST 2 AVENUE AND NORTHWEST 3 AVENUE, IN FLORIDA CITY PROJECT NO. 663008

Public Works Department

I. SUMMARY

This resolution will approve the **Acquisition of Land** required for the construction of a new Park and Ride Facility, located in Florida City.

Authorizes the County Manager to employ appraisers, obtain environmental audits, and acquire the land valued by the appraisals.

II. PRESENT SITUATION

Currently the Miami-Dade Transit Department has shown interest in acquiring land located at Northwest 2 Street and Southwest 344 Street, Florida City. The Park and Ride Facility will serve passengers in parts of Miami-Dade County and passengers traveling to Monroe County and the lowers Keys. Attached is the legal description of the parcels of land Miami-Dade Transit Department is required to purchase in "Exhibit A" and the project location map in "Exhibit B".

In order for the process for the development of this facility to proceed, the Miami-Dade Transit Department needs to obtain authorization to employ an appraiser, obtain an environmental audit, acquire the land at values established by the appraisals, and if necessary, be prepared to proceed to condemn a resident, a commercial, and a new residence under construction.

The Park and Ride Facility improvements will provide transit riders surface parking, a "Kiss and Ride" drop off area, a passenger wait area, bus bays and a turnaround for buses using the Busway; rest/break facilities for bus driver's, including restrooms and other ancillary improvements standard affiliated to the construction of a Park and Ride Facility.

Staff from the Miami-Dade Transit Department met with the Mayor's staff from Florida City. The Mayor's representative expressed his strong approval of the project. The Miami-Dade Transit Department will proceed to inform the residents of the project location by hosting a town meeting.

III. POLICY CHANGE AND IMPLICATIONS

Residents in and around the project location will have the opportunity to fully understand the advantages and disadvantage the Park and Ride Facility may bring.

IV. ECONOMIC IMPACT

At this time, staff indicated there is no economic impact study for the residents in Florida City, Monroe County, and lower keys. *(Update) The acquisition cost is estimated at two million dollars.*

The project should bring a positive impact for the residents of Miami-Dade County, Florida City and the lower Keys.

The Park and Ride Project is being funded by a Federal Busway grant.

V. COMMENTS AND QUESTIONS

- Staff has indicated that there is at least one home site with another home site under construction and one commercial site on the project land.
- Staff stated that representatives from Florida City expressed their strong approval for the project.
- Staff will host a town meeting with residents in and around the project land.
(Update) Staff from Public Works Department (PWD) is discussing several options with the property owner of the new home site under construction. According to staff, the land where the new home site is located may not be vital for the Park and Ride facility.
- Staff stated that once the appraisal of the land is approved, the land is acquired by Miami-Dade County and the design is in place, the County, if necessary, will have the option to condemn the home sites and one commercial. Staff stated that this does not occur very often. Usually there is mediation support that aide all sides. No offers have been presented to the property owners at S.W. 344 Street.

LEGISLATIVE ANALYSIS AND ECONOMIC IMPACT STATEMENT

RESOLUTION AUTHORIZING THE EXECUTION OF TWO TRI-PARTY AGREEMENTS AMONG MIAMI-DADE COUNTY, THE STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION AND CSX TRANSPORTATION, INC., FOR THE INSTALLATION OF RAILROAD CROSSING PROTECTIVE DEVICES AT NW NORTH RIVER DRIVE AND NW 22 AVENUE

Public Works Department

I. SUMMARY

This resolution recommends the authorization of a Tri-Party Agreement among Miami-Dade County, the State of Florida Department of Transportation and CSX Transportation, Inc. for the installation and maintenance of the railroad crossing protective devices at N.W. 131 North River Drive and NW 22 Avenue.

II. PRESENT SITUATION

Miami-Dade will participate in the improvement and maintenance of the railroad crossing devices under the Federal 90% and State 10% Matching Funds Program.

The Federal Aid Highway Safety Act established on 1973 and 1976 allocated funds to be utilized for rail-highway grade crossing protective devices at crossings on Non-Federal Aid routes.

Miami-Dade will not participate in the costs of the devices or the installation of the protective devices.

III. POLICY CHANGE AND IMPLICATION

None.

IV. ECONOMIC IMPACT

Miami-Dade County will be responsible for fifty percent of each device. The cost of each protective device is \$2,820.00. Florida East Coast Railway Co., LLC (FEC) will be responsible for the other fifty percent.

V. COMMENTS AND QUESTIONS

The funding for Miami-Dade's portion will come from the Secondary Gas Tax.

LEGISLATIVE ANALYSIS AND ECONOMIC IMPACT STATEMENT

RESOLUTION AUTHORIZING EXECUTION OF A COUNTY AIRSPACE LICENSE AGREEMENT BETWEEN MIAMI-DADE COUNTY AND FLORIDA ROCK INDUSTRIES, INC. FOR THE USE OF THE AIRSPACE ABOVE GRADE-LINE OF A PORTION OF THE PUBLIC RIGHT OF WAY OF NW 41ST STREET FOR THE CONSTRUCTION AND OPERATION OF AN ENCLOSED CONVEYOR SYSTEM FOR THE TRANSPORTATION OF LIMEROCK ACROSS SAID NW 41 STREET

Public Works Department

I. SUMMARY

This resolution recommends the authorization of a County Airspace License Agreement between Miami-Dade County and Florida Rock Industries, Inc. for the use of a portion of the public right of way of N.W. 41 Street, approximately 100 feet west of N.W. 127 Avenue, for the purpose of constructing and operating an enclosed conveyor system for the transportation of lime rock across N.W. 41 Street.

II. PRESENT SITUATION

Florida Rock Industries, Inc. currently operates a lime rock mining operation on both sides of (North and South) of N.W. 41 Street. However, their main lime rock processing system is located South of N.W. 41 Street. In the future, Florida Rock Industries, Inc. bulk of mining operations will occur North of N.W. 41 Street. An enclosed conveyor system will be required to transport lime rock materials from the mining operation on the south side to the plant facility on the north side.

For safety reasons, Florida Rock Industries, Inc., agrees to construct a road crossing for off-highway trucks. Moreover, Florida Rock Industries, Inc. agrees to maintain the areas occupied by the conveyor system in good condition and secured at their sole expense.

III. POLICY CHANGE AND IMPLICATION

None.

IV. ECONOMIC IMPACT

None.

V. COMMENTS AND QUESTIONS

DERM has no objections to the enclosed conveyor system running North of N.W. 41 Street.

LEGISLATIVE ANALYSIS AND IMPACT STATEMENT

ORDINANCE PERTAINING TO ZONING AMENDING SECTION 33-196 OF THE CODE OF MIAMI-DADE COUNTY, FLORIDA PERTAINING TO GU INTERIM ZONING DISTRICT; CLARIFYING "TREND OF DEVELOPMENT"; PERMITTING EU-1 ESTATE RESIDENTIAL ZONING DISTRICT USES IN THE GU INTERIM ZONING DISTRICT WHERE CERTAIN TENTATIVE PLATS WERE PREVIOUSLY APPROVED; PROVIDING SEVERABILITY, INCLUSION IN THE CODE, AND AN EFFECTIVE DATE.

County Manager

I. SUMMARY

This proposed amendment to the ordinance proposes to establish modification to GU districts or Interim Zoning in section 33-196, in that the Director's determination of a GU district which is normally based on the "trend of development" in the area, or in the alternative the zoning standard of the EU-2 district. The result has been that where a lot was too small (less than 5 acres) to meet the acreage requirement for EU-2 districts, that lot was grandfathered in with the permitted use of a EU-1 district. However, these lots must have been platted prior to April 12, 1974, or recorded within 90-days of that date. The proposed amendment would modify the ordinance to include tentative plats before April 12, 1974, that met the minimum standards of EU-1, and no other plat or tentative plat for the property was approved after April 12, 1974.

II. PRESENT SITUATION

Currently, a classification of the use of a GU district takes on the form of development within that district, its surrounding use, and/or the determination of the Director of Planning & zoning based on the "trend of development" in the area. In the absence of the two factors mentioned above, the requirements of a EU-2 districts serves as a default zoning for the GU Interim Zoning. Additionally, where a lot is less than 5 acres as required by a EU-2 districts and that categorization is unavailable to the subject lot, then that lot is grandfathered and adapted to the permitted use of a EU-1.

III. POLICY CHANGE AND IMPLICATIONS

This ordinance if passed as amended would essentially modifies the "Grandfather Provision" in the section, by adding more detailed language, and by extending the Grandfather provision beyond April 12, 1974, in some very limited instances. In sum the proposed amendment proposes the following:

1. Any Parcels or platting activities prior to April 12, 1974 irrespective of size and meeting the minimum requirements in the EU-1 District shall qualify for any and all use permitted in the EU-1 district.
2. Parcels or Tentative plats approved on April 12, 1974 and recorded within 90 days of the approval date, shall qualify for any and all use permitted in the EU-1 district.
3. Parcels ort Tentative Plats approved prior to April 12, 1974, in which there were no subsequent plat or tentative plat approval and at the time each lot met the minimum standards of the EU-1 district shall qualify for any and all use permitted in the EU-1 district.
4. However, contiguous parcels under 5 acres that were purchased prior to April 12, 1974 by a single owner, and exceed the minimum standard of an EU-1, shall be considered one parcel and cannot be divided or used except as one lot, and shall qualify for any and all use permitted in the EU-1 district.

IV. ECONOMIC IMPACT

None.

V. COMMENTS AND QUESTIONS

The ordinance appears concerned with legalizing the “unique subdivision of Bonanza Ranch Estates” in South Miami-Dade County. In light of the fact that if passed the proposed ordinance would have a countywide effect, it seems fitting, at least as a first impression, that perhaps an amnesty provision under a nonconforming use would be more appropriate, as that status would run with the land.

That very issue was raised at the GOE Committee meeting, to which, the County Attorney’s office advised that the subject lots may not benefit from an amnesty program, for among other reasons, feasibility as they are not legal for nonconforming uses. However, staff explained that the subject properties are in fact nonconforming uses by reason of the trend in that zoning districts. Specifically, that the subject lots are one-acre where 5-acres are required. However, Staff further suggests to limit an analysis to the subject lots current status, singularly, is to misapprehend the complexity of this issue. Staff concluded, that there are no other known area in the county, to which this ordinance would attach other than Bonanza Ranches, and further the County is not in the habit of drafting legislations peculiar to only certain area of the County.

Lastly, staff explained that this approach is consistent with County Policy in that the same scheme exists in AU districts. Further, there are pending applications before Planning & Zoning asking for the very result that this proposed ordinance would yield. Consequently, the items serves as a clarification to the grand fathering provision in this subsection, in addition to avoiding costly, protracted hearings and unreasonable delays attendant to the hearing procedures.